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ABSTRACT

Analysis of the employment patterns of State colleges and universities in Kentucky shows that small increases in the number of women working in the State university tenure system raised the percentage of female faculty from 25.7 percent in 1975 to 27 percent in 1981. The percentage of minority female faculty members, however, dropped between 1979 and 1981, from 4.8 percent of all female faculty to 4.7 percent. The fact that the two largest State universities--the University of Kentucky and the University of Louisville--still had fewer than 20 percent of their tenure system faculty positions held by women shows that significant gains are yet to be made among Kentucky's State-supported universities. The accomplishments of the University of Kentucky's community college system, however, in increasing both the number and percentage (from 50.7 percent to 55 percent) of female faculty between 1979 and 1981 prove that qualified women can be hired and effectively used in faculty positions. Gains in the number of female faculty at three other State universities also show that positive results are possible. (CMG)

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Female Faculty Increases Slightly to 27 Percent at State Universities

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Community Colleges highest at 55.0 percent; University of Louisville lowest with 17.5 percent

Total new hires 42.9 percent female

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Staff Report 83-1
Kentucky Commission on Human Rights
832 Capital Plaza Tower
Frankfort, Kentucky 40601

HIGHLIGHTS

1. Women's share of faculty positions in the state university tenure system continued its slow increase between 1979 and 1981 with an increase of 21 women, raising the female faculty level to 27.0 percent in 1981.

2. Slightly more than 40 percent of the 436 increase in tenure system faculty between 1975 and 1981 were women, but those affirmative additions have only raised the female faculty level 1.3 percent from 25.7 percent in 1975 to 27.0 percent in 1981.

3. The University of Kentucky Community College System led the way with a numerical gain of 44 women faculty between 1979 and 1981. The community college system continued to be the only institution that had a majority of women in faculty positions. The female faculty level at the community colleges increased from 50.7 percent in 1979 to 55.0 percent in 1981.

4. Eastern Kentucky University gained 24 female faculty, University of Kentucky added 19, and Northern Kentucky University had a 12 woman increase between 1979 and 1981.

5. Morehead State University had the largest numerical loss with 24 fewer female faculty in 1981 than in 1979. Murray State University reduced its women faculty by 20. The University of Louisville followed closely with a loss of 19, Kentucky State University had a reduction of 10 women faculty, and Western Kentucky University had five fewer female faculty in 1981 than in 1979.

6. Both the number and percentage of minority women faculty members dropped between 1979 and 1981, while white women faculty members increased in both number and percent. The 64 black women in the tenure system in 1979 represented 4.8 percent of the system's 1,342 women, while the system's 64 black women in 1981 represented 4.7 percent of the total of 1,363.

7. The percentage of women among the faculty new hires between July 1 and September 30, 1981 was 42.9 percent or 164 of the 382 faculty new hires. The UK Community College System had the largest number and percentage of women faculty new hires in the state university system, as 72.2 percent or 39 of 54 new hires were women in 1981. Western Kentucky had the lowest percentage of female new hires, as 29.2 percent--seven of 24 new hires--were women.

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PREFACE

This staff report was prepared from copies of the Equal Employment Opportunity Commission survey form "Higher Education Staff Information (EEO-6)," supplied to the Kentucky Commission on Human Rights by the state universities and the Council on Higher Education for 1975, 1977, 1979, and 1981. Equal Employment Opportunity regulations instruct the universities to report on staff as of the "payroll period closest to October 1 of the survey year."

This is the third report on female faculty employment in the tenure program of the state university system and the seventh report in a series analyzing employment patterns of the state-supported institutions of higher learning.

Revisions in past years' data and the new data have been provided by the Council on Higher Education and have been incorporated into the tables of this report. According to the Council staff, a subcommittee made up of institutional directors of personnel worked extensively in late 1981 to set guidelines to ensure that consistent, comparable EEO-6 data were being reported. As a result, the data represented on the 1981 EEO-6 reports may not be comparable to previous reports.

The Commission wishes to express its appreciation to the Council on Higher Education and the university presidents in providing the data for this report.

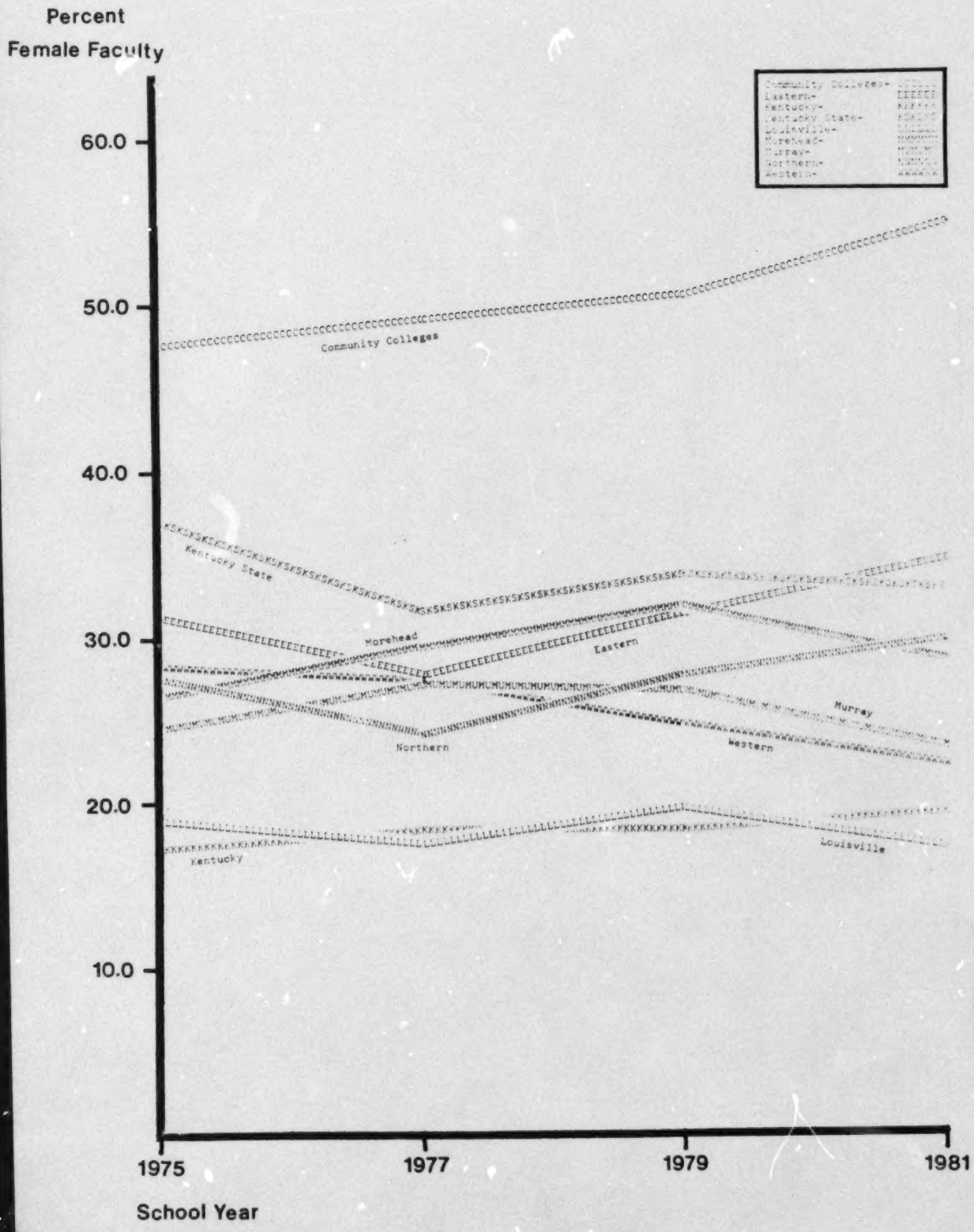
WOMEN HOLD LARGER SHARE OF FACULTY JOBS

Women's share of faculty positions in the state university tenure system continued its slow increase between 1979 and 1981 with an increase of 21 women, raising the female faculty level to 27.0 percent in 1981--a gain of less than one-third of a percent since 1979.

The University of Kentucky Community College System led the way with a numerical gain of 44 women faculty between 1979 and 1981. Eastern Kentucky University gained 24 female faculty, University of Kentucky added 19, and Northern Kentucky University had a 12 woman increase between 1979 and 1981.

Morehead State University had the largest numerical loss with 24 fewer female faculty in 1981 than in 1979. Murray State University, with a larger percentage drop than Morehead, reduced its women faculty by 20. The University of Louisville followed closely with a loss of 19, Kentucky State University had a reduction of 10 women faculty, and Western Kentucky University had five fewer female faculty in 1981 than in 1979.

Female Faculty Employment at State Universities 1975-1981



Slightly more than 40 percent of the 436 increase in tenure system faculty between 1975 and 1981 were women, but those affirmative additions have only raised the female faculty level 1.3 percent from 25.7 percent in 1975 to 27.0 percent in 1981.

The community college system continued to be the only institution that had a majority of women in faculty positions. The female faculty level at the community colleges increased from 50.7 percent in 1979 to 55.0 percent in 1981.

UK AND U of L HAVE LOWEST FEMALE FACULTY PERCENTAGES

In contrast, UK and U of L continued to be the only universities in Kentucky to remain below 20 percent female facutly. UK added 19 women to bring the female faculty level to 19.4 percent in 1981 from 18.4 percent in 1979, but U of L lowered its faculty to 17.5 percent female in 1981 from 19.7 percent female in 1979.

Eastern Kentucky increased its women faculty level over 3 percentage points between 1979 and 1981, making the faculty 34.6 percent female in 1981--the second highest in the state university system.

The level of women in the faculty ranks at Northern Kentucky rose over two percentage points between 1979 and 1981, resulting in women holding 29.7 percent of the tenure system faculty positions in 1981.

TABLE A

Number and Percent of Female Faculty in the Tenure System
of State Supported Universities 1975-1981

	1975				1977				1979				1981				Change	
	Total	Male	Female	% Female	Total	Male	Female	% Female	Total	Male	Female	% Female	Total	Male	Female	% Female	1975-81	1979-81
UK	1416	1169	247	17.4	1488	1214	274	18.4	1492	1218	274	18.4	1511	1218	293	19.4	+2.0	+1.0
UKCC	447	233	214	47.9	546	278	268	49.1	566	279	287	50.7	602	271	331	55.0	+7.1	+4.3
UL	720	581	139	19.3	792	650	142	17.9	821	659	162	19.7	816	673	143	17.5	-1.8	-2.2
EKU	519	357	162	31.2	520	375	145	27.9	577	395	182	31.5	596	390	206	34.6	+3.4	+3.1
MORE.	339	248	91	26.8	336	237	99	29.5	336	229	107	31.8	287	204	83	28.9	+2.1	-2.9
MURR.	339	255	84	24.8	405	294	111	27.4	405	297	108	26.7	380	292	88	23.2	-1.6	-3.5
NKU	150	109	41	27.3	191	145	46	24.1	204	148	56	27.5	229	161	68	29.7	+2.4	+2.2
WKU	538	386	152	28.3	557	404	153	27.5	492	370	122	24.8	526	409	117	22.2	-6.1	-2.6
KSU	146	92	54	37.0	146	100	46	31.5	131	87	44	33.6	103	69	34	33.0	-4.0	-0.6
Total	4614	3430	1184	25.7	4981	3697	1284	25.8	5024	3682	1342	26.7	5050	3687	1363	27.0	+1.3	+0.3

The number and percentage of women on the faculty at Western Kentucky continued to fall between 1979 and 1981, with a 2.6 percent loss in the female faculty level. Since 1975, the number of women faculty at Western has fallen from 152 in 1975 to 117 in 1981, a female faculty loss of 6.1 percent--28.3 percent female faculty in 1975 to 22.2 percent female faculty in 1981.

The level of women faculty at Morehead had risen above 30 percent in 1979 but it dropped to 28.9 percent female faculty in 1981 with a loss of 24 women. Overall, Morehead decreased its faculty by 49 people--the largest reduction of any university--and 49 percent of the reductions were women.

Likewise at Murray, 80 percent of the faculty reductions between 1979 and 1981 occurred to women, lowering the faculty to 23.2 percent female in 1981 from 26.7 percent female in 1979.

The 10 woman reduction at Kentucky State represented 35.7 percent of the total faculty loss at the university between 1979 and 1981--a notable drop since 1975. Women held 37.0 percent of the faculty jobs at Kentucky State in 1975 and that fell to 33.0 percent in 1981.

MINORITY WOMEN LOSE GROUND

Both the number and percentage of minority women faculty members dropped between 1979 and 1981, while white women faculty members increased in both number and percent.

The 64 black women in the tenure system in 1979 represented 4.8 percent of the system's 1,342 women, while the system's 64 black women in 1981 represented 4.7 percent of the total of 1,363.

TABLE B

Number and Percent of Tenured Faculty by Sex 1975-1981

	1975				1977				1979				1981			
	Total	Male	Female	% Female	Total	Male	Female	% Female	Total	Male	Female	% Female	Total	Male	Female	% Female
UK	906	804	102	11.3	952	835	117	12.3	952	834	118	12.4	997	857	140	14.0
UKCC	189	110	79	41.8	236	129	107	45.3	268	147	121	45.1	301	157	144	47.8
UL	327	268	59	18.0	484	404	80	16.5	485	408	77	15.9	504	434	70	13.9
EKU	315	245	70	22.2	344	270	74	21.5	397	281	116	29.2	426	296	130	30.5
MORE.	172	128	44	25.6	182	134	48	26.4	196	145	51	26.0	189	146	43	22.8
MURR.	182	142	40	22.0	166	135	31	18.7	179	146	33	18.4	206	175	31	15.0
NKU	54	38	16	29.6	93	73	20	21.5	98	75	23	23.5	125	98	27	21.6
WKU	294	246	48	16.3	280	226	54	19.3	317	248	69	21.8	379	305	74	19.5
KSU	49	32	17	34.7	51	32	19	37.3	42	25	17	40.5	51	32	19	37.3
TOTAL	2488	2013	475	19.1	2788	2238	550	19.7	2934	2309	625	21.3	3178	2500	678	21.3

There were 20 other non-white women in the tenure system in 1979 or 1.5 percent of all women in the system, which decreased to 17 women or 1.2 percent of the total women in the tenure system in 1981.

FEMALE NEW HIRE LEVEL ABOVE EMPLOYMENT PERCENTAGE

The percentage of women among the faculty new hires between July 1 and September 30, 1981 was similar to the percentage of women added between 1975 and 1981, as 164 or 42.9 percent of the 382 faculty new hires were women during the 1981 new hire reporting period.

The UK Community College System, the largest employer of women faculty, again had the largest number and percentage of women faculty new hires in the state university system, as 72.2 percent or 39 of 54 new hires were women in 1981.

Western Kentucky, with the third lowest level of women faculty, had the lowest percentage of female new hires, as 29.2 percent--seven of 24 new hires--were women.

But women accounted for more than half of the new hires at Northern Kentucky (52.9 percent) and Morehead (51.6 percent). Eastern Kentucky and Murray's new hire rate in 1981 was 45 percent female with Eastern hiring 22 women among 48 faculty new hires, and Murray adding 18 women among 40 new hires. Two of the five faculty new hires at Kentucky State were women for a 40.0 percent female level. U of L added 22 women out of 67 faculty new hires or 32.8 percent female, and UK hired 29 women and 67 men for a 30.2 percent female new hire rate.

TABLE C

Number and Percent of Non-Tenured on Track Faculty by Sex 1975-1981

	1975				1977				1979				1981			
	Total	Male	Female	% Female	Total	Male	Female	% Female	Total	Male	Female	% Female	Total	Male	Female	% Female
UK	510	365	145	28.4	536	379	157	29.3	540	384	156	28.9	514	361	153	29.8
UKCC	258	123	135	52.3	310	149	161	51.9	298	132	166	55.7	301	114	187	62.1
UL	393	313	80	20.4	308	246	62	20.1	336	251	85	25.3	312	239	73	23.4
EKU	204	112	92	45.1	176	105	71	40.3	180	114	66	36.7	170	94	76	44.7
MORE.	167	120	47	28.1	154	103	51	33.1	140	84	56	40.0	98	58	40	40.8
MURR.	157	113	44	28.0	239	159	80	33.5	226	151	75	33.2	174	117	57	32.8
NKU	96	71	25	26.0	98	72	26	26.5	106	73	33	31.1	104	63	41	39.4
WKU	244	140	104	42.6	277	178	99	35.7	175	122	53	30.3	147	104	43	29.3
KSU	97	60	37	38.1	95	68	27	28.4	89	62	27	30.3[1]	52	37	15	28.8
Total	2126	1417	709	33.3	2193	1459	734	33.5	2090	1373	717	34.3	1872	1187	685	36.6

[1]The faculty tenure program at Kentucky State was suspended during the 1979 reporting period and all non-tenured on track faculty were classified as "other faculty" on Kentucky State's EEO-6 form for 1979. The "other faculty" numbers have been listed for Kentucky State's 1979 non-tenured on track faculty.

Minority women were also hired during the 1981 period, with eight black women faculty new hires representing 4.9 percent of all female new hires, and six other minority women representing 3.6 percent of the female faculty new hires.

TABLE D

Number and Percent of Females Among
Total Faculty New Hires 1977-1981[1]

	1977			1979			1981		
	Total	Female	% Female	Total	Female	% Female	Total	Female	% Female
UK	124	37	29.8	114	30	26.3	96	29	30.2
UKCC	78	42	53.8	69	44	63.8	54	39	72.2
UL	71	14	19.7	81	25	30.9	67	22	32.8
EKU	55	34	61.8	79	30	38.0	48	22	45.8
MORE.	5	3	60.0	50	28	56.0	31	14	45.2
MURR.	62	17	27.4	53	22	41.5	40	18	45.0
NKU	15	3	20.0	56	25	44.6	17	9	52.9
WKU	62	28	45.2	44	18	40.9	24	7	29.2
KSU	17	3	17.6	14	2	14.3	5	2	40.0
Total	489	181	37.0	560	224	40.0	382	164	42.9

[1]The new hire reporting period for each year is July 1 - September 30.

UNIVERSITY OF KENTUCKY

The percentage of women holding faculty positions was at its highest level, since the commission began reporting in 1975, in tenured and non-tenured on track jobs in 1981 at the University of Kentucky. The total number of tenure system jobs increased by 19 between 1979 and 1981 and all of the increase went to women.

Twenty-two more women were among the tenured faculty ranks in 1981 as compared to 1979, making the tenured faculty at UK 14.0 female. In 1981, 140 of 997 tenured spots were held by women.

There were three fewer women holding non-tenured on track jobs in 1981 than in 1979 but the level of women holding such jobs actually increased one percentage point from 28.9 in 1979 to 29.8 in 1981, because of a greater loss of men in non-tenured on track jobs.

The number of minority women increased slightly between 1979 and 1981 from 11 to 13. Eight of the 13 were black in 1981, up from seven in 1979, and the other five were Asian or Pacific Islanders.

Almost one-third of the newly-hired faculty in the 1981 new hire reporting period (7/1/81-9/30/81) were women, with 29 of the 96 new hires being women. One of the 29 females was black and one was in the Asian and Pacific Islander grouping.

COMMUNITY COLLEGES

Between 1979 and 1981, the Community College System continued to increase its lead over the other state institutions, in both the number and percentage of women faculty in the tenure system.

TABLE E

UNIVERSITY OF KENTUCKY

Number and Percentage of Full-Time Tenured and Non-Tenured Faculty by Sex, 1975-1981

Tenured Faculty	Total	Male	Female	White Female	Black Female	Hispanic Female	Asian & Pacific Is. Female	Amer. Indian/ Native Alask. Female
1975	906	804	102	99	1	0	2	0
		88.7	11.3	10.9	0.1	0.0	0.2	0.0
1977	952	835	117	113	0	0	4	0
		87.7	12.3	11.9	0.0	0.0	0.4	0.0
1979	952	834	118	115	0	0	3	0
		87.6	12.4	12.1	0.0	0.0	0.3	0.0
1981	997	857	140	135	2	0	3	[illegible]
		86.0	14.0	13.5	0.2	0.0	0.3	0.0
Non-Tenured on Track Faculty								
1975	510	365	145	142	2	0	1	0
		71.6	28.4	27.8	0.4	0.0	0.2	0.0
1977	536	379	157	151	2	0	4	0
		70.7	29.3	28.2	0.4	0.0	0.7	0.0
1979	540	384	156	148	7	0	1	0
		71.1	28.9	27.4	1.3	0.0	0.2	0.0
1981	514	361	153	145	6	0	2	0
		70.2	29.8	28.2	1.2	0.0	0.4	0.0
New Hires (7/1/81 to 9/30/81)	96	67	29	27	1	0	1	0
		69.8	30.2	28.1	1.0	0.0	1.0	0.0

During the two-year period, tenured women increased from 121 to 144--an increase of 2.7 percent, making them 47.8 percent of the tenured faculty in the community colleges.

Non-tenured on track women increased by 21, from 166 in 1979 to 187 in 1981, for 62.1 percent of the non-tenured on track teaching positions.

The community colleges also held the lead in the number of black women faculty in 1981 and in the number of black women faculty new hires in the 1981 new hire reporting period. A total of 22 black women were on faculty at the community schools for 3.7 percent of the faculty. Three or 5.6 percent of the 54 faculty new hires in 1981 were black.

Women accounted for 72.2 percent of the faculty new hires in 1981, with 39 of the 54 new hires being female. No other university came close to the number and percentage of women faculty new hires, even though several other schools had more new hires than the community colleges.

UNIVERSITY OF LOUISVILLE

Fewer women were working in the tenure system at the University of Louisville in 1981 than in 1979 with declines in both tenured and non-tenured on track positions. U of L had almost reached the 20 percent female faculty level in 1979 but a 19 woman decline in 1981 dropped the women to 17.5 percent of the faculty.

Seventy or 13.9 percent of 504 tenured faculty were women in 1981, a loss of seven women since 1979, giving U of L the lowest

TABLE F

COMMUNITY COLLEGES

Number and Percentage of Full-Time Tenured and Non-Tenured Faculty by Sex, 1975-1981

Tenured Faculty	Total	Male	Female	White Female	Black Female	Hispanic Female	Asian & Pacific Is. Female	Amer. Indian/ Native Alask. Female
1975	189	110	79	77	1	6	1	0
		58.2	41.8	40.7	0.5	3.2	0.5	0.0
1977	236	129	107	104	2	0	1	0
		54.7	45.3	44.1	0.8	0.0	0.4	0.0
1979	268	147	121	119	2	0	0	0
		54.9	45.1	44.4	0.7	0.0	0.0	0.0
1981	301	157	144	139	5	0	0	0
		52.2	47.8	46.2	1.7	0.0	0.0	0.0
Non-Tenured on Track Faculty								
1975	258	123	135	128	5	0	2	0
		47.7	52.3	49.6	1.9	0.0	0.8	0.0
1977	310	149	161	149	12	0	0	0
		48.1	51.9	48.1	3.9	0.0	0.0	0.0
1979	298	132	166	152	13	0	1	0
		44.3	55.7	51.0	4.4	0.0	0.3	0.0
1981	301	114	187	170	17	0	0	0
		37.9	62.1	56.5	5.6	0.0	0.0	0.0
New Hires (7/1/81 to 9/30/81)	54	15	39	36	3	0	0	0
		27.8	72.2	66.7	5.6	0.0	0.0	0.0

level of tenured women among all the state-supported universities. More alarming was the fact that 30 more men held tenured jobs in 1981 than in 1979, further decreasing the percentage of women holding tenured jobs.

U of L's 23.4 percent of non-tenured on track jobs held by women in 1981 was also the lowest of any of the state schools. Twelve fewer women had non-tenured positions in 1981 leaving 73 women among the 312 non-tenured on track slots at U of L.

Two black women were added to the faculty between 1979 and 1981 bringing the black female total to eight. Six other non-white women were working as faculty in 1981, the same as 1979. However, 21 fewer white women were working in the faculty ranks in 1981 than in 1979.

Twenty-two or 32.8 percent of the 67 faculty new hires were women in the 1981 new hire reporting period. Three of the 22 were black and one was Asian or Pacific Islander.

EASTERN KENTUCKY UNIVERSITY

Twenty-four additional women in the tenure system at Eastern raised the female faculty level almost three percentage points since 1979 to 34.6 percent female in 1981.

Tenured positions became 30 percent female in 1981 with 14 women being added to the tenured ranks resulting in 130 of the 426 tenured jobs belonging to women.

In non-tenured positions, 10 additional women were working in 1981 than in 1979, resulting in 76 or 44.7 percent of 170 non-tenured on track jobs held by women. The 1981 non-tenures were

TABLE G

UNIVERSITY OF LOUISVILLE

Number and Percentage of Full-Time Tenured and Non-Tenured Faculty by Sex, 1975-1981

Tenured Faculty	Total	Male	Female	White Female	Black Female	Hispanic Female	Asian & Pacific Is. Female	Amer. Indian/ Native Alask. Female
1975	327	268	59	58	1	0	0	0
		82.0	18.0	17.7	0.3	0.0	0.0	0.0
1977	484	404	80	76	3	0	1	0
		83.5	16.5	15.7	0.6	0.0	0.2	0.0
1979	485	408	77	72	3	1	1	0
		84.1	15.9	14.8	0.6	0.2	0.2	0.0
1981	504	434	70	62	4	0	4	0
		86.1	13.9	12.3	0.8	0.0	0.8	0.0
Non-Tenured on Track Faculty								
1975	393	313	80	69	8	1	2	0
		79.6	20.4	17.6	2.0	0.3	0.5	0.0
1977	308	246	62	57	2	1	2	0
		79.8	20.1	18.5	0.6	0.3	0.6	0.0
1979	336	251	85	78	3	0	4	0
		74.7	25.3	23.2	0.9	0.0	1.2	0.0
1981	312	239	73	67	4	1	1	0
		76.6	23.4	21.5	1.3	0.3	0.3	0.0
Other Faculty								
1977	80	61	19	19	0	0	0	0
		76.3	23.8	23.8	0.0	0.0	0.0	0.0
1979	89	61	28	26	0	1	1	0
		68.5	31.5	29.2	0.0	1.1	1.1	0.0
1981	109	74	35	31	0	0	4	0
		67.9	32.1	28.4	0.0	0.0	3.7	0.0
New Hires (7/1/81 to 9/30/81)	67	45	22	18	3	0	1	0
		67.2	32.8	26.9	4.5	0.0	1.5	0.0

still below the 45.1 percent female non-tenured level that Eastern had in 1975.

The addition of two black women to the faculty between 1979 and 1981, for a total of four in 1981, has not brought the number of black women back to the level the school had in 1975, when five black females were on faculty. Two other non-white women were in the non-tenured on track ranks in 1981, the same number as was reported in 1977 and 1979 for other minority women in faculty positions.

Over 45 percent or 22 of 48 faculty new hires were women during the 1981 new hire reporting period at Eastern. None was black but two were listed as Asian or Pacific Islanders.

MOREHEAD STATE UNIVERSITY

A reduction of 49 faculty at Morehead adversely affected the level of women faculty with 49 percent of the loss occurring to females, lowering the faculty from 31.8 percent female in 1979 to 28.9 percent female in 1981.

Eight fewer women and one additional man were tenured faculty in 1981 than in 1979, dropping the tenured faculty to 22.8 percent female--the lowest level in the six-year period since 1975.

There was a slight increase in the female level of non-tenured faculty even though 16 fewer women were working. In 1981, 40 or 40.8 percent of the 98 non-tenured on track faculty were women--an increase of 0.8 percent female, even though there was a total reduction of 42 people.

TABLE H

EASTERN KENTUCKY UNIVERSITY

Number and Percentage of Full-Time Tenured and Non-Tenured Faculty by Sex, 1975-1981

Tenured Faculty	Total	Male	Female	White Female	Black Female	Hispanic Female	Asian & Pacific Is. Female	Amer. Indian/ Native Alask. Female
1975	315	245	70	67	2	0	0	1
		77.8	22.2	21.3	0.6	0.0	0.0	0.3
1977	344	270	74	71	2	0	0	1
		78.5	21.5	20.6	0.6	0.0	0.0	0.3
1979	397	281	116	113	2	0	0	1
		70.8	29.2	28.5	0.5	0.0	0.0	0.3
1981	426	296	130	127	3	0	0	0
		69.5	30.5	29.8	0.7	0.0	0.0	0.0
Non-Tenured on Track Faculty								
1975	204	112	92	89	3	0	0	0
		54.9	45.1	43.6	1.5	0.0	0.0	0.0
1977	176	105	71	69	1	0	1	0
		59.7	40.3	39.2	0.6	0	0.6	0.0
1979	180	114	66	65	0	0	1	0
		63.3	36.7	36.1	0.0	0.0	0.6	0.0
1981	170	94	76	73	1	0	2	0
		55.3	44.7	42.9	0.6	0.0	1.2	0.0
Other Faculty								
1975	9	4	5	5	0	0	0	0
		44.4	55.6	55.6	0.0	0.0	0.0	0.0
1977	64	15	49	47	2	0	0	0
		23.4	76.6	73.4	3.1	0.0	0.0	0.0
1979	92	30	62	61	1	0	0	0
		32.6	67.4	66.3	1.1	0.0	0.0	0.0
1981	76	24	52	50	0	0	2	0
		31.6	68.4	65.8	0.0	0.0	2.6	0.0
New Hires (7/1/81 to 9/30/81)	48	26	22	20	0	0	2	0
		54.2	45.8	41.7	0.0	0.0	4.2	0.0

TABLE I

MOREHEAD STATE UNIVERSITY

Number and Percentage of Full-Time Tenured and Non-Tenured Faculty by Sex, 1975-1981

Tenured Faculty	Total	Male	Female	White Female	Black Female	Hispanic Female	Asian & Pacific Is. Female	Amer. Indian/ Native Alask. Female
1975	172	128	44	42	0	1	1	0
		74.4	25.6	24.4	0.0	0.6	0.6	0.0
1977	182	134	48	47	0	1	0	0
		73.6	26.4	25.8	0.0	0.5	0.0	0.0
1979	196	145	51	51	0	0	0	0
		74.0	26.0	26.0	0.0	0.0	0.0	0.0
1981	189	146	43	43	0	0	0	0
		77.2	22.8	22.8	0.0	0.0	0.0	0.0
Non-Tenured on Track Faculty								
1975	167	120	47	47	0	0	0	0
		71.9	28.1	28.1	0.0	0.0	0.0	0.0
1977	154	103	51	51	0	0	0	0
		66.9	33.1	33.1	0.0	0.0	0.0	0.0
1979	140	84	56	54	0	0	2	0
		60.0	40.0	38.6	0	0	1.4	0.0
1981	98	58	40	40	0	0	0	0
		59.2	40.8	40.8	0.0	0.0	0.0	0.0
Other Faculty								
1975	1	1	0	0	0	0	0	0
		100.0	0.0	0.0	0.0	0.0	0.0	0.0
1981	5	4	1	1	0	0	0	0
		80.0	20.0	20.0	0.0	0.0	0.0	0.0
New Hires (7/1/81 to 9/30/81)	31	17	14	14	0	0	0	0
		54.8	45.2	45.2	0.0	0.0	0.0	0.0

No black women were working on the Morehead faculty in 1981, no change since at least 1975. No other minority women were on faculty staff in 1981.

Fourteen of the 31 faculty new hires in 1981 were women (45.2 percent), and all were white.

MURRAY STATE UNIVERSITY

Eighty percent of the faculty decline of 25 at Murray between 1979 and 1981 occurred to women, adversely affecting the level of female faculty by lowering it over four percent to 23.2 percent in 1981.

The addition of 29 men to the tenured level between 1979 and 1981 at Murray, along with the loss of two women, caused the tenured faculty to drop to 15.0 percent female in 1981 from 18.4 percent female in 1979. This decline follows the pattern Murray has established since 1975 of lowering the percentage of female tenured faculty every reporting period.

At the non-tenured on track level, 57 or 32.8 percent of 174 people were women in 1981, a reduction of 0.4 percent since 1979 when 75 women were non-tenured faculty.

Two black women were on faculty in 1981--both at the non-tenured on track stage--a loss of five from 1979. No other minority female faculty worked at the university.

None of the 18 women faculty new hires in 1981 was a minority, but those 18 white women made up 45.0 percent of the 40 faculty new hires.

TABLE J

MURRAY STATE UNIVERSITY

Number and Percentage of Full-Time Tenured and Non-Tenured Faculty by Sex, 1975-1981

Tenured Faculty	Total	Male	Female	White Female	Black Female	Hispanic Female	Asian & Pacific Is. Female	Amer. Indian/ Native Alask. Female
1975	182	142	40	40	0	0	0	0
		78.0	22.0	22.0	0.0	0.0	0.0	0.0
1977	166	135	31	31	0	0	0	0
		81.3	18.7	18.7	0.0	0.0	0.0	0.0
1979	179	146	33	33	0	0	0	0
		81.6	18.4	18.4	0.0	0.0	0.0	0.0
1981	206	175	31	31	0	0	0	0
		85.0	15.0	15.0	0.0	0.0	0.0	0.0
Non-Tenured on Track Faculty								
1975	157	113	44	44	0	0	0	0
		72.0	28.0	28.0	0.0	0.0	0.0	0.0
1977	239	159	80	73	7	0	0	0
		66.5	33.5	30.5	2.9	0.0	0.0	0.0
1979	226	151	75	68	7	0	0	0
		66.8	33.2	30.1	3.1	0.0	0.0	0.0
1981	174	117	57	55	2	0	0	0
		67.2	32.8	31.6	1.1	0.0	0.0	0.0
New Hires (7/1/81 to 9/30/81)	40	22	18	18	0	0	0	0
		55.0	45.0	45.0	0.0	0.0	0.0	0.0

NORTHERN KENTUCKY UNIVERSITY

Between 1979 and 1981, 48 percent of the faculty increase at Northern were women, raising their numbers from 56 in 1979 to 68 in 1981, resulting in the faculty being 29.7 percent female in 1981.

The four additional women who held tenured jobs in 1981 as compared to 1979 did not increase the percentage of females in tenured jobs because 23 additional men had tenure also, causing the tenured faculty to drop from 23.5 percent female in 1979 to 21.6 percent female in 1981.

The eight additional women and 10 fewer men in non-tenured on track jobs resulted in the non-tenured faculty increasing to 39.4 percent female with women holding 41 of the 104 positions in 1981.

One additional black woman was added to the faculty between 1979 and 1981, increasing the total number to two. Since 1977, one Asian or Pacific Islander woman has served on the Northern faculty.

Nine or 52.9 percent of the 17 faculty new hires were women during the 1981 new hire reporting period. All were white.

WESTERN KENTUCKY UNIVERSITY

The loss of five women faculty while the total faculty grew by 34 between 1979 and 1981, resulted in the continued decline in the proportion of women on faculty at Western. In 1981, 22.2 percent of the faculty was female, in 1979, it was 24.8 percent female.

A five female increase in tenured faculty did not raise the level of women tenured faculty because 57 additional men had tenure in 1981 than in 1979, lowering the tenured faculty to 19.5 percent female in 1981 from 21.8 percent female in 1979.

TABLE K

NORTHERN KENTUCKY UNIVERSITY

Number and Percentage of Full-Time Tenured and Non-Tenured Faculty by Sex, 1975-1981

Tenured Faculty	Total	Male	Female	White Female	Black Female	Hispanic Female	Asian & Pacific Is. Female	Amer. Indian/ Native Alask. Female
1975	54	38	16	16	0	0	0	0
		70.4	29.6	29.6	0.0	0.0	0.0	0.0
1977	93	73	20	19	0	0	1	0
		78.5	21.5	20.4	0.0	0.0	1.1	0.0
1979	98	75	23	22	0	0	1	0
		76.5	23.5	22.4	0.0	0.0	1.0	0.0
1981	125	98	27	25	1	0	1	0
		78.4	21.6	20.0	0.8	0.0	0.8	0.0
Non-Tenured on Track Faculty								
1975	96	71	25	25	0	0	0	0
		74.0	26.0	26.0	0.0	0.0	0.0	0.0
1977	98	72	26	25	1	0	0	0
		73.5	26.5	25.5	1.0	0.0	0.0	0.0
1979	106	73	33	32	1	0	0	0
		68.9	31.1	30.2	0.9	0.0	0.0	0.0
1981	104	63	41	40	1	0	0	0
		60.6	39.4	38.5	1.0	0.0	0.0	0.0
Other Faculty								
1975	10	9	1	1	0	0	0	0
		90.0	10.0	10.0	0.0	0.0	0.0	0.0
1977	13	7	6	6	0	0	0	0
		53.8	46.2	46.2	0.0	0.0	0.0	0.0
1979	53	26	27	27	0	0	0	0
		49.1	50.9	50.9	0.0	0.0	0.0	0.0
1981	30	13	17	17	0	0	0	0
		43.3	56.7	56.7	0.0	0.0	0.0	0.0
New Hires (7/1/81 to 9/30/81)	17	8	9	9	0	0	0	0
		47.1	52.9	52.9	0.0	0.0	0.0	0.0

TABLE L

WESTERN KENTUCKY UNIVERSITY

Number and Percentage of Full-Time Tenured and Non-Tenured Faculty by Sex, 1975-1981

Tenured Faculty	Total	Male	Female	White Female	Black Female	Hispanic Female	Asian & Pacific Is. Female	Amer. Indian/ Native Alask. Female
1975	294	246	48	47	0	0	1	0
		83.7	16.3	16.0	0.0	0.0	0.3	0.0
1977	280	226	54	53	0	0	1	0
		80.7	19.3	18.9	0.0	0.0	0.4	0.0
1979	317	248	69	68	0	0	1	0
		78.2	21.8	21.5	0.0	0.0	0.3	0.0
1981	379	305	74	73	0	0	1	0
		80.5	19.5	19.3	0.0	0.0	0.3	0.0
Non-Tenured on Track Faculty								
1975	244	140	104	103	1	0	0	0
		57.4	42.6	42.2	0.4	0.0	0.0	0.0
1977	277	178	99	94	2	2	1	0
		64.3	35.7	33.9	0.7	0.7	0.4	0.0
1979	175	122	53	49	2	1	1	0
		69.7	30.3	28.0	1.1	0.6	0.6	0.0
1981	147	104	43	41	2	0	0	0
		70.7	29.3	27.9	1.4	0.0	0.0	0.0
Other Faculty								
1977	22	8	14	14	0	0	0	0
		36.4	63.6	63.6	0.0	0.0	0.0	0.0
1979	113	54	59	56	2	1	0	0
		47.8	52.2	49.6	1.8	0.9	0.0	0.0
1981	47	23	24	23	1	0	0	0
		48.9	51.1	48.9	2.1	0.0	0.0	0.0
New Hires (7/1/81 to 9/30/81)	24	17	7	7	0	0	0	0
		70.8	29.2	29.2	0.0	0.0	0.0	0.0

Ten fewer women were working on the non-tenured on track level in 1981, causing the level of non-tenured women to drop to 29.3 percent in 1981, from 30.3 percent in 1979.

Two black women continued to hold faculty positions in 1981, the same number since 1977. One other non-white women was on faculty in 1981, a decline from three in 1979.

Seven or 29.2 percent of the 24 faculty new hires in the 1981 reporting period were women and all of the seven were white.

KENTUCKY STATE UNIVERSITY

The loss of ten women lowered the faculty at Kentucky State to 33.0 percent female--a slight drop of 0.6 percent in the level of women faculty since 1979.

Two more women, 19 of 51, held tenure in 1981 as compared to 1979, but the level of tenured women fell to 37.3 percent in 1981 from 40.5 percent in 1979, because seven additional men held tenure in 1981 than in 1979.

Twelve fewer women were serving in non-tenured on track faculty jobs in 1981 than in 1979, making the non-tenured on track faculty 28.8 percent female (15 women among 52 total). This reduction may be skewed slightly because the tenure system was suspended at Kentucky State during 1979 and, for reporting purposes, all the non-tenured on track faculty were grouped together with a small number of other faculty not in the tenure sytem. With the tenure system restored in 1981, 52 total faculty were listed as non-tenured on track and eight were listed as other faculty outside the tenure system.

TABLE M

KENTUCKY STATE UNIVERSITY

Number and Percentage of Full-Time Tenured and Non-Tenured Faculty by Sex, 1975-1981

Tenured Faculty	Total	Male	Female	White Female	Black Female	Hispanic Female	Asian & Pacific Is. Female	Amer. Indian/ Native Alask. Female
1975	49	32	17	1	15	0	1	0
		65.3	34.7	2.0	30.6	0.0	2.0	0.0
1977	51	32	19	2	16	0	1	0
		62.7	37.3	3.9	31.4	0.0	2.0	0.0
1979	42	25	17	2	14	0	1	0
		59.5	40.5	4.8	33.3	0.0	2.4	0.0
1981	51	32	19	5	13	0	1	0
		62.7	37.3	9.8	25.5	0.0	2.0	0.0
Non-Tenured on Track Faculty								
1975	97	60	37	18	18	0	1	0
		61.9	38.1	18.6	18.6	0.0	1.0	0.0
1977	95	68	27	20	5	0	2	0
		71.6	28.4	21.1	5.3	0.0	2.1	0.0
1981	52	37	15	11	3	0	1	0
		71.2	28.8	21.2	5.8	0.0	1.9	0.0
Other Faculty								
1979*	89	62	27	17	10	0	0	0
		69.7	30.3	19.1	11.2	0.0	0.0	0.0
1981	8	2	6	3	3	0	0	0
		25.0	75.0	37.5	37.5	0.0	0.0	0.0
New Hires (7/1/81 to 9/30/81)	5	3	2	1	1	0	0	0
		60.0	40.0	20.0	20.0	0.0	0.0	0.0

Eight fewer black women were working in 1981 than in 1979 on Kentucky State's faculty and one additional Asian or Pacific Islander female was working in 1981 than 1979.

Two or 40 percent of five new hires were women during the 1981 new hire reporting period and one of the women new hires was black.

CONCLUSIONS

Small increases in the number of women working in the state university tenure system have raised the percentage of women faculty slightly over the past six years, but the level is still below 30 percent overall.

The fact that the two largest state universities--UK and U of L--still had fewer than 20 percent of their tenure system faculty positions held by women shows that significant gains are yet to be acheived among Kentucky's state-supported universities.

Declines in both the number and percentage of women faculty at Morehead, Murray, U of L, Kentucky State, and Western between 1979 and 1981 have placed a heavier burden on the state university system in their affirmative efforts to overcome the historical under-utilization of women in faculty jobs in the state.

However, the accomplishments of the UK Community College System are proof positive that qualified women can be hired and effectively used in faculty positions. Additional gains by Eastern, UK, and Northern between 1979 and 1981 in women faculty show that positive results are possible.

The state university system, especially those institutions which have poor female faculty levels, should examine the successes their sister institutions have had in hiring women in faculty jobs, and recommit themselves to affirmative action programs which will produce positive results in placing more women on their faculties.

Appendix A

Full Time Faculty by Rank and Tenure for State Supported Universities, 1981

University of Kentucky

		TOTAL (Sum of cols B & H) A	MALE						FEMALE					
			TOTAL (Sum of cols C-G) B	NON-HISPANIC ORIGIN		HISPANIC E	ASIAN OR PACIFIC ISLANDERS F	AMER INDIAN OR ALASKAN NATIVE G	TOTAL (Sum of cols I-M) H	NON-HISPANIC ORIGIN		HISPANIC K	ASIAN OR PACIFIC ISLANDERS L	AMER INDIAN OR ALASKAN NATIVE M
				WHITE C	BLACK D					WHITE I	BLACK J			
A.	TENURED													
1.	Professors	492	454	440	2	1	11	0	38	35	1	0	2	0
2.	Asso. Professors	482	393	380	2	2	8	1	89	87	1	0	1	0
3.	Asst. Professors	23	10	10	0	0	0	0	13	13	0	0	0	0
4.	Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0
5.	Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
6.	Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
	7. TOTAL	997	857	830	4	3	19	1	140	135	2	0	3	0
B.	NON-TENURED ON TRACK													
8.	Professors	0	0	0	0	0	0	0	0	0	0	0	0	0
9.	Asso. Profs.	23	23	21	0	0	2	0	0	0	0	0	0	0
10.	Asst. Profs.	426	313	277	11	2	23	0	113	109	2	0	2	0
11.	Instructors	65	25	23	2	0	0	0	40	36	4	0	0	0
12.	Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
13.	Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
	14. TOTAL	514	361	321	13	2	25	0	153	145	6	0	2	0
C.	OTHER													
15.	Professors	0	0	0	0	0	0	0	0	0	0	0	0	0
16.	Asso. Profs.	1	1	1	0	0	0	0	0	0	0	0	0	0
17.	Asst. Profs.	12	11	8	0	0	3	0	1	1	0	0	0	0
18.	Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0
19.	Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
20.	Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
	21. TOTAL	13	12	9	0	0	3	0	1	1	0	0	0	0
GRAND TOTAL		1524	1230	1160	17	5	47	1	294	281	8	0	5	0

Community College System

		TOTAL (Sum of cols B & H) A	MALE						FEMALE					
			TOTAL (Sum of cols C-G) B	NON HISPANIC ORIGIN		HISPANIC E	ASIAN OR PACIFIC ISLANDERS F	AMER INDIAN OR ALASKAN NATIVE G	TOTAL (Sum of cols I-M) H	NON HISPANIC ORIGIN		HISPANIC K	ASIAN OR PACIFIC ISLANDERS L	AMER INDIAN OR ALASKAN NATIVE M
				WHITE C	BLACK D					WHITE I	BLACK J			
A.	TENURED													
1.	Professors	67	43	41	0	0	2	0	24	24	0	0	0	0
2.	Asso. Profs.	223	113	110	3	0	0	0	110	105	5	0	0	0
3.	Asst. Profs.	11	1	1	0	0	0	0	10	10	0	0	0	0
4.	Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0
5.	Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
6.	Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
	7. TOTAL	301	157	152	3	0	2	0	144	139	5	0	0	0
B.	NON-TENURED ON TRACK													
8.	Professors	0	0	0	0	0	0	0	0	0	0	0	0	0
9.	Asso. Profs.	0	0	0	0	0	0	0	0	0	0	0	0	0
10.	Asst. Profs.	171	73	68	3	0	2	0	98	89	9	0	0	0
11.	Instructors	130	41	35	4	0	2	0	89	81	8	0	0	0
12.	Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
13.	Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
	14. TOTAL	301	114	103	7	0	4	0	187	170	17	0	0	0
C.	OTHER													
15.	Professors	0	0	0	0	0	0	0	0	0	0	0	0	0
16.	Asso. Profs.	0	0	0	0	0	0	0	0	0	0	0	0	0
17.	Asst. Profs.	0	0	0	0	0	0	0	0	0	0	0	0	0
18.	Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0
19.	Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
20.	Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
	21. TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL		602	271	255	10	0	6	0	331	309	22	0	0	0

Appendix A (Continued)
University of Louisville

		TOTAL (Sum of cols B & H) A	MALE						FEMALE					
			TOTAL (Sum of cols C-G) B	NON HISPANIC ORIGIN		HISPANIC F	ASIAN OR PACIFIC ISLANDERS G	AMER INDIAN OR ALASKAN NATIVE H	TOTAL (Sum of cols I-M) I	NON HISPANIC ORIGIN		HISPANIC K	ASIAN OR PACIFIC ISLANDERS L	AMER INDIAN OR ALASKAN NATIVE M
				WHITE C	BLACK D					WHITE J	BLACK K			
A.	TENURED													
1.	Professors	295	272	245	4	5	18	0	23	20	2	0	1	0
2.	Asso. Profs.	190	152	138	2	1	11	0	38	35	1	0	2	0
3.	Asst. Profs.	17	10	9	0	1	0	0	7	5	1	0	1	0
4.	Instructors	2	0	0	0	0	0	0	2	2	0	0	0	0
5.	Lecturers	2	0	0	0	0	0	0	2	2	0	0	0	0
6.	Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
	7. TOTAL	504	434	392	6	7	29	0	70	62	4	0	4	0
B.	NON-TENURED ON TRACK													
8.	Professors	8	7	7	0	0	0	0	1	1	0	0	0	0
9.	Asso. Profs.	77	66	58	1	1	6	0	11	10	1	0	0	0
10.	Asst. Profs.	205	153	134	5	2	12	0	52	48	2	1	1	0
11.	Instructors	21	12	8	1	0	2	0	9	8	1	0	0	0
12.	Lecturers	1	1	1	0	0	0	0	0	0	0	0	0	0
13.	Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
	14. TOTAL	312	239	209	7	3	20	0	73	67	4	1	1	0
C.	OTHER													
15.	Professors	5	4	4	0	0	0	0	1	1	0	0	0	0
16.	Asso. Profs.	8	8	7	0	0	1	0	8	7	0	0	1	0
17.	Asst. Profs	59	43	38	1	0	4	0	16	13	0	0	3	0
18.	Instructors	23	15	14	0	0	1	0	8	7	0	0	1	0
19.	Lecturers	8	2	2	0	0	0	0	6	6	0	0	0	0
20.	Other Faculty	6	2	2	0	0	0	0	4	4	0	0	0	0
	21. TOTAL	109	74	67	1	0	6	0	35	31	0	0	4	0
GRAND TOTAL		925	747	668	14	10	55	0	178	160	8	1	9	0

Eastern Kentucky University

		TOTAL (Sum of cols B & H) A	MALE						FEMALE					
			TOTAL (Sum of cols C-G) B	NON HISPANIC ORIGIN		HISPANIC F	ASIAN OR PACIFIC ISLANDERS G	AMER INDIAN OR ALASKAN NATIVE H	TOTAL (Sum of cols I-M) I	NON HISPANIC ORIGIN		HISPANIC K	ASIAN OR PACIFIC ISLANDERS L	AMER INDIAN OR ALASKAN NATIVE M
				WHITE C	BLACK D					WHITE J	BLACK K			
A.	TENURED													
1.	Professors	183	150	145	0	1	4	0	33	33	0	0	0	0
2.	Asso. Profs.	135	99	98	0	0	1	0	36	36	0	0	0	0
3.	Asst. Profs.	98	40	38	1	0	1	0	58	55	3	0	0	0
4.	Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0
5.	Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
6.	Other Faculty	10	7	7	0	0	0	0	3	3	0	0	0	0
	7. TOTAL	426	296	288	1	1	6	0	130	127	3	0	0	0
B.	NON-TENURED ON TRACK													
8.	Professors	10	9	9	0	0	0	0	1	1	0	0	0	0
9.	Asso. Profs.	46	34	31	0	1	2	0	12	11	0	0	1	0
10.	Asst. Profs.	107	46	45	0	0	1	0	61	59	1	0	1	0
11.	Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0
12.	Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
13.	Other Faculty	7	5	5	0	0	0	0	2	2	0	0	0	0
	14. TOTAL	170	94	90	0	1	3	0	76	73	1	0	2	0
C.	OTHER													
15.	Professors	1	1	1	0	0	0	0	0	0	0	0	0	0
16.	Asso. Profs.	0	0	0	0	0	0	0	0	0	0	0	0	0
17.	Asst. Profs.	3	1	1	0	0	0	0	2	2	0	0	0	0
18.	Instructors	49	11	10	0	0	1	0	38	38	0	0	0	0
19.	Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
20.	Other Faculty	23	11	10	1	0	0	0	12	10	0	0	2	0
	21. TOTAL	76	24	22	1	0	1	0	52	50	0	0	2	0
GRAND TOTAL		672	414	400	2	2	10	0	258	250	4	0	4	0

Appendix A (Continued)
Morehead State University

	TOTAL (Sum of cols B & H) A	MALE						FEMALE					
		TOTAL (Sum of cols C-G) B	NON HISPANIC ORIGIN		HISPANIC F	ASIAN OR PACIFIC ISLANDERS G	AMER INDIAN OR ALASKAN NATIVE H	TOTAL (Sum of cols I-M) I	NON HISPANIC ORIGIN		HISPANIC K	ASIAN OR PACIFIC ISLANDERS L	AMER INDIAN OR ALASKAN NATIVE M
			WHITE C	BLACK D					WHITE J	BLACK			
A.	TENURED												
1.	Professors	87	80	77	1	0	2	0	7	7	0	0	0	0
2.	Asso. Profs.	55	47	47	0	0	0	0	8	8	0	0	0	0
3.	Asst. Profs.	44	19	18	1	0	0	0	25	25	0	0	0	0
4.	Instructors	3	0	0	0	0	0	0	3	3	0	0	0	0
5.	Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
6.	Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
	7. TOTAL	189	146	142	2	0	2	0	43	43	0	0	0	0
B.	NON-TENURED ON TRACK													
8.	Professors	2	2	2	0	0	0	0	0	0	0	0	0	0
9.	Asso. Profs.	13	11	10	0	0	1	0	2	2	0	0	0	0
10.	Asst. Profs.	43	29	26	0	0	3	0	14	14	0	0	0	0
11.	Instructors	37	16	16	0	0	0	0	21	21	0	0	0	0
12.	Lecturers	2	0	0	0	0	0	0	2	2	0	0	0	0
13.	Other Faculty	1	0	0	0	0	0	0	1	1	0	0	0	0
	14. TOTAL	98	58	54	0	0	4	0	40	40	0	0	0	0
C.	OTHER													
15.	Professors	0	0	0	0	0	0	0	0	0	0	0	0	0
16.	Asso. Profs.	0	0	0	0	0	0	0	0	0	0	0	0	0
17.	Asst. Profs.	0	0	0	0	0	0	0	0	0	0	0	0	0
18.	Instructors	2	2	2	0	0	0	0	0	0	0	0	0	0
19.	Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
20.	Other Faculty	3	2	2	0	0	0	0	1	1	0	0	0	0
	21. TOTAL	5	4	4	0	0	0	0	1	1	0	0	0	0
GRAND TOTAL		292	208	200	2	0	6	0	84	84	0	0	0	0

Murray State University

	TOTAL (Sum of cols B & H) A	MALE						FEMALE					
		TOTAL (Sum of cols C-G) B	NON-HISPANIC ORIGIN		HISPANIC F	ASIAN OR PACIFIC ISLANDERS G	AMER INDIAN OR ALASKAN NATIVE H	TOTAL (Sum of cols I-M) I	NON-HISPANIC ORIGIN		HISPANIC K	ASIAN OR PACIFIC ISLANDERS L	AMER INDIAN OR ALASKAN NATIVE M
			WHITE C	BLACK D					WHITE J	BLACK			
A.	TENURED												
1.	Professors	93	86	84	1	0	1	0	7	7	0	0	0	0
2.	Asso. Profs.	88	75	74	0	0	1	0	13	13	0	0	0	0
3.	Asst. Profs.	25	75	74	0	0	0	0	11	11	0	0	0	0
4.	Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0
5.	Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
6.	Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
	7. TOTAL	206	175	172	1	0	2	0	31	31	0	0	0	0
B.	NON-TENURED ON TRACK													
8.	Professors	6	6	6	0	0	0	0	0	0	0	0	0	0
9.	Asso. Profs.	22	18	17	1	0	0	0	4	4	0	0	0	0
10.	Asst. Profs.	106	74	73	0	0	1	0	32	30	2	0	0	0
11.	Instructors	31	15	13	2	0	0	0	16	16	0	0	0	0
12.	Lecturers	9	4	4	0	0	0	0	5	5	0	0	0	0
13.	Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
	14. TOTAL	174	117	113	3	0	1	0	57	55	2	0	0	0
C.	OTHER													
15.	Professors	0	0	0	0	0	0	0	0	0	0	0	0	0
16.	Asso. Profs.	0	0	0	0	0	0	0	0	0	0	0	0	0
17.	Asst. Profs.	0	0	0	0	0	0	0	0	0	0	0	0	0
18.	Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0
19.	Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
20.	Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
	21. TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL		380	292	285	4	0	3	0	88	86	2	0	0	0

Appendix A (Continued)
Northern Kentucky University

	TOTAL (Sum of cols B & M) A	MALE						FEMALE					
		TOTAL (Sum of cols C-G) B	NON HISPANIC ORIGIN		HISPANIC E	ASIAN OR PACIFIC ISLANDERS F	AMER INDIAN OR ALASKAN NATIVE G	TOTAL (Sum of cols I-M) H	NON HISPANIC ORIGIN		HISPANIC K	ASIAN OR PACIFIC ISLANDERS L	AMER INDIAN OR ALASKAN NATIVE M
			WHITE C	BLACK D					WHITE I	BLACK J			
A. TENURED													
1. Professors	35	29	27	0	0	2	0	6	6	0	0	0	0
2. Asso. Profs.	72	61	58	0	1	2	0	11	9	1	0	1	0
3. Asst. Profs.	18	8	8	0	0	0	0	10	10	0	0	0	0
4. Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
6. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
7. TOTAL	125	98	93	0	1	4	0	27	25	1	0	1	0
B. NON-TENURED ON TRACK													
8. Professors	1	1	1	0	0	0	0	0	0	0	0	0	0
9. Asso. Profs.	11	8	7	0	0	1	0	3	3	0	0	0	0
10. Asst. Profs.	86	52	47	2	1	2	0	34	33	1	0	0	0
11. Instructors	6	2	2	0	0	0	0	4	4	0	0	0	0
12. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
13. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
14. TOTAL	104	63	57	2	1	3	0	41	40	1	0	0	0
C. OTHER													
15. Professors	0	0	0	0	0	0	0	0	0	0	0	0	0
16. Asso. Profs.	0	0	0	0	0	0	0	0	0	0	0	0	0
17. Asst. Profs.	6	3	3	0	0	0	0	3	3	0	0	0	0
18. Instructors	10	3	3	0	0	0	0	7	7	0	0	0	0
19. Lecturers	10	6	6	0	0	0	0	4	4	0	0	0	0
20. Other Faculty	4	1	1	0	0	0	0	3	3	0	0	0	0
21. TOTAL	30	13	13	0	0	0	0	17	17	0	0	0	0
GRAND TOTAL	259	174	163	2	2	7	0	85	82	2	0	1	0

Western Kentucky University

	TOTAL (Sum of cols B & M) A	MALE						FEMALE					
		TOTAL (Sum of cols C-G) B	NON HISPANIC ORIGIN		HISPANIC E	ASIAN OR PACIFIC ISLANDERS F	AMER INDIAN OR ALASKAN NATIVE G	TOTAL (Sum of cols I-M) H	NON HISPANIC ORIGIN		HISPANIC K	ASIAN OR PACIFIC ISLANDERS L	AMER INDIAN OR ALASKAN NATIVE M
			WHITE C	BLACK D					WHITE I	BLACK J			
A. TENURED													
1. Professors	206	187	184	0	1	1	1	19	18	0	0	1	0
2. Asso. Profs.	128	92	90	1	1	0	0	36	36	0	0	0	0
3. Asst. Profs.	45	26	26	0	0	0	0	19	19	0	0	0	0
4. Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
6. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
7. TOTAL	379	305	300	1	2	1	1	74	73	0	0	1	0
B. NON-TENURED ON TRACK													
8. Professors	15	12	12	0	0	0	0	3	3	0	0	0	0
9. Asso. Profs.	39	34	33	1	0	0	0	5	5	0	0	0	0
10. Asst. Profs.	93	58	56	1	0	1	0	35	33	2	0	0	0
11. Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0
12. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
13. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
14. TOTAL	147	104	101	2	0	1	0	43	41	2	0	0	0
C. OTHER													
15. Professors	0	0	0	0	0	0	0	0	0	0	0	0	0
16. Asso. Profs.	0	0	0	0	0	0	0	0	0	0	0	0	0
17. Asst. Profs.	0	0	0	0	0	0	0	0	0	0	0	0	0
18. Instructors	47	23	20	2	0	1	0	24	23	1	0	0	0
19. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
20. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
21. TOTAL	47	23	20	2	0	1	0	24	23	1	0	0	0
GRAND TOTAL	573	432	421	5	2	3	1	141	137	3	0	1	0

Appendix A (Continued)
Kentucky State University

	TOTAL (Sum of cols B & H) A	MALE						FEMALE					
		TOTAL (Sum of cols C-G) B	NON-HISPANIC ORIGIN		HISPANIC E	ASIAN OR PACIFIC ISLANDERS F	AMER INDIAN OR ALASKAN NATIVE G	TOTAL (Sum of cols I-M) H	NON-HISPANIC ORIGIN		HISPANIC K	ASIAN OR PACIFIC ISLANDERS L	AMER INDIAN OR ALASKAN NATIVE M
			WHITE C	BLACK D					WHITE I	BLACK J			
A. TENURED													
1. Professors	14	11	3	5	1	2	0	3	0	2	0	1	0
2. Asso. Profs.	21	13	7	4	0	2	0	8	1	7	0	0	0
3. Asst. Profs.	15	8	3	4	1	0	0	7	3	4	0	0	0
4. Instructors	1	0	0	0	0	0	0	1	1	0	0	0	0
5. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
6. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
7. TOTAL	51	32	13	13	2	4	0	19	5	13	0	1	0
B. NON-TENURED ON TRACK													
8. Professors	4	4	1	1	1	1	0	0	0	0	0	0	0
9. Asso. Profs.	11	8	5	3	0	0	0	3	3	0	0	0	0
10. Asst. Profs.	22	17	11	4	0	2	0	5	4	0	0	0	0
11. Instructors	15	8	4	4	0	0	0	7	4	3	0	0	0
12. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
13. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
14. TOTAL	52	37	21	12	1	3	0	15	11	3	0	1	0
C. OTHER													
15. Professors	0	0	0	0	0	0	0	0	0	0	0	0	0
16. Asso. Profs.	1	0	0	0	0	0	0	1	1	0	0	0	0
17. Asst. Profs.	0	0	0	0	0	0	0	0	0	0	0	0	0
18. Instructors	7	2	0	2	0	0	0	5	2	3	0	0	0
19. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
20. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
21. TOTAL	8	2	0	2	0	0	0	6	3	3	0	0	0
GRAND TOTAL	111	71	34	27	3	7	0	40	19	19	0	2	0

BIBLIOGRAPHY OF RELATED COMMISSION PUBLICATIONS

How to File a Complaint of Discrimination Based on Race, Color, Religion, National Origin, Sex or Age Between 40 and 70, leaflet containing information about complaints and the Commission's investigative procedures; includes complaint form.

State University Faculties Stuck on Tokenism in Kentucky, a report prepared from the Equal Employment Opportunity Commission report, "Higher Education Staff Information (EEO-6)" supplied to the commission voluntarily by each state university for 1975-76 and 1977-78. The report analyzes the racial and sexual makeup of Kentucky's state-supported universities and community colleges faculty. 30 pages. January 1979.

Black Share of Non-Faculty Jobs Down at Most State Universities--Up at Kentucky State, a second report analyzing the employment practices of the state's universities and community colleges. This report examines the racial and sexual makeup of non-faculty employees for 1975-76 and 1977-78. 24 pages. September 1979.

Tokenism in Black Faculty Employment Continues at State Universities, a third report analyzing the racial and sexual makeup of Kentucky's state-supported universities and community colleges faculty between 1977 and 1979. 29 pages. January 1981.

State Universities Had More Black Workers--Fewer Black Executives 1975-1979, a fourth report in a series on employment in the state university system. This report analyzes the racial makeup of non-faculty minority employees during 1977-1979. 14 pages. March 1981.

More Women Employed in Non-Faculty Jobs but Fewer Executives at State Universities, a fifth report on employment in the state university system. This report analyzes the sexual composition of non-faculty employees during 1977-1979. 12 pages. October 1981.

Number and Percent of Black Faculty at State Universities Decline from 1979 to 1981, the third report on black faculty employment and the sixth report on the state university system. This report analyzes the racial composition of faculty at the state-supported universities and community colleges between 1979 and 1981. 30 pages. October 1982.

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Under the Kentucky Civil Rights Act of 1966, KRS 344.190 (11), the Commission has the duty "to make studies appropriate to effectuate the purpose and policies of this chapter and to make the results thereof available to the public."

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